

DRAFT Minutes: Faculty Staff Benefits Committee December 13, 2011

Members Present: Frances Wilkinson, Faculty co-chair, Hans Barsun, Staff co-chair, Carol Bernhard, Carolyn Hartley, Karin Retskin, Loretta Serna, Sharon Scaltrito, John Vande Castle and Jacqueline Zander-Wall.

Members Excused: Nancy Beck

Members Absent: Marsha Baum, C. Randall Truman, Richard Goshorn and Elena Plis

Ex Officio Members Present: Elaine Phelps

Ex-Officio Members Excused: Raqui Martinez

Ex-Officio Members Absent: Helen Gonzales, Cenissa Martinez and Josie Ruybal Abeyta

Guests: None

1. **Review/approve minutes from the last meeting on November 8, 2011:** Minutes are unanimously approved as submitted.

2. **ERB Solvency Scenarios and Discussion:** General discussion; our decision on non-specific ERB scenario support was shared with the Faculty Senate and Staff Council. It is agreed the issue is not closed and the committee will continue to watch issue closely. Hans reiterates his feeling that the state has "breached" employment contracts by entering into proposed drastic pension plan changes.

In Santa Fe, the state's IPOC (Investments & Pensions Oversight Committee) recently endorsed the ERB proposal and will submit a bill to amend the Educational Retirement Act to establish a minimum retirement age of 55 for members retiring on or after July 1, 2022, to reduce the annual COLA for retirement annuity payments by 12.5% for existing and future retirees and to change member and employer contribution rates. A ten year grandfathering is also up for consideration...as evidenced in the proposed "retirement" date above.

3. **Report on RFP for basic life, supplemental life, accidental death, dismemberment, long-term disability and short-term disability insurances.** Elaine reports the contract is signed and the new vendor is The Standard -details will be posted on HR's webpages. Open enrollment will be from 1/3/12-2/29/12 and will include many educational sessions, Q&A's, articles out on the benefits eligible listserv and articles in UNM Today. Eligible employees will be able to "buy up" various insurance products as well as spousal coverage without evidence of insurability.

Supplemental Life insurance will also be available and Elaine will let us know if a physical exam is required as well as submit more information to the committee. (NOTE: See addendum at end of minutes)

Short Term Disability is a weekly income replacement plan with a 30 day waiting period. UNM employees pay 100% of the premium. An employee who enrolls in the UNM Short Term Disability plan files their claim directly with The Standard Insurance Company. Standard approves or denies the claim. The maximum benefit period is 26 weeks. However, STD Benefits will end on the date long term disability benefits become payable to the employee. The STD benefit is 60% of the first \$1,417 of an employee's

pre-disability earnings, reduced by Deductible Income. The maximum benefit before reduction by Deductible Income is \$850, and the minimum benefit is \$15. Also, in order to offer short-term coverage 20% of employees must elect to enroll in this product...this may not be for everyone given the rich benefits employees already enjoy....most likely new hires without sick leave built up would sign up for it; CAT Leave program is still in place. Elaine states that faculty does not receive SL-they get 1 month per year of employment instead, therefore they will not enroll.

4. **Communicating F&SBC resolutions to Staff Council, Faculty Senate, etc:** Fran assured the committee that anything that is passed does get out to these two bodies and that our minutes are posted on both organizations websites. John reported that he did report to the FS on our ERB vote but that it was after the fact-ERB had chosen a scenario that had not been heard on the listening tours and the faculty conversation mostly surrounded that fact.

It is mentioned that a recent Staff Council resolution addressing tuition remission was not brought before this committee-it is suggested to the Staff Council committee members that in the future the routing of benefits related resolutions include this committee and that it might help a resolution if we saw it prior to any vote.

5. **Updates:**

UNM Retiree Association: Recently heard a presentation for the association to consider becoming a 501-C3 organization for fund raising and other considerations; supported the Staff Council's TR resolution for reinstatement of personal enrichment classes at UNM Continuing Ed; will hold a Holiday Party early December and the Legislative and Benefits committee are ever diligent in being pro-active concerning proposed ERB changes.

FY13 Compensation: Keep on agenda for Helen to discuss. Hans states he has "heard" there are moves in the works for employee compensation.

Other: A specific question is asked about TIAA-CREF and ERB plan switching and the staff member is referred to check with ERB staff.

A member asks if the ERB 1.75% swap will ever go away. A Staff Council member replies they are working on it and that there is a "Trigger Law" in place that if the ERB investments have a specific revenue increase it can automatically go away July 1, 2012; the initial 1.5% will never go away.

Motion to Adjourn at 3:30 is approved.

Next meeting is scheduled for Tuesday, January 10, 2012, at 2:30 PM in the Latin American Reading Room at Zimmerman.

Karin Retskin
UNM Retiree Association rep.

ADDENDUM INFORMATION FOR INSURANCE CHANGES:

Below is the Supplemental Life insurance information requested in the December 13, 2011 Faculty Staff Benefits Committee meeting. HR plans to post more information on the HR website before Winter Break. The first section below pertains to the Special Open Enrollment period. The second section pertains to Annual Enrollment.

Special Open Enrollment (January 3, 2012 - February 29, 2012)

Evidence of Insurability Waived on the Group Policy Effective Date for benefits eligible employees (Evidence of Insurability will not be waived if you, your spouse, or child submitted Evidence of Insurability that was not approved by The Standard Insurance Company under any group policy issued by The Standard to the Policyholder or covering UNM):

1. If you were eligible but not insured for Basic Life insurance under the Prior Plan on the day before the new Group Policy Effective Date, you may apply within 60 days of the Group Policy Effective date
 - a. for Plan 1 (Basic), and
 - b. for Plan 2 (Supplemental) equal to 1 times your Annual Earnings
2. If you were insured for Basic Life insurance but not insured for Supplemental Life insurance under the Prior Plan on the day before the Group Policy Effective Date, you may apply for Plan 2 Life Insurance equal to 1 times your Annual Earnings within 60 days of the Group Policy Effective date.
3. If you were insured for Supplemental Life insurance under the Prior Plan on the day before the Group Policy Effective Date for an amount less than the Guarantee Issue Amount, you may apply for an increase in your life insurance of 1 times your annual Earnings, up to the Guarantee Issue Amount, within 60 days of the Group Policy Effective Date.
4. If your Spouse or Child was eligible but not insured for Dependents Life insurance under the Prior Plan on the day before the Group Policy Effective Date, you may apply for Dependents Life insurance of \$10,000 for your Spouse or Child within 60 days of the Group Policy Effective Date.
5. If your Spouse was insured for an amount less than the Guarantee Issue Amount (\$50,000) under the Prior Plan on the day before the Group Policy Effective Date, you may apply for an increase in Dependents Life Insurance of \$10,000 for your Spouse, up to the Guarantee Issue Amount, within 60 days of the Group Policy Effective date.

If you apply for insurance during the first 60 days after the Group Policy Effective Date, your insurance or an increase in your insurance will become effective on March 1, 2012, subject to the Active Work provisions.

Annual Enrollment:

Evidence of Insurability Waived During Annual Enrollment (Evidence of Insurability will not be waived if you, your Spouse, or Child submitted Evidence of Insurability that was not approved by The Standard Insurance Company under any group policy issued by The Standard to the Policyholder or covering UNM).

1. If you were not insured for Plan 1 (Basic) Life insurance, you may apply during the Annual Enrollment Period
 - a. for Plan 1 (Basic), and
 - b. for Plan 2 (Supplemental) equal to 1 times your Annual Earnings.
2. If you were insured for Plan 1 Life insurance but not insured for Plan 2 Life insurance, you may apply for Plan 2 Life insurance equal to 1 times your Annual Earnings during the Annual Enrollment Period.
3. If you were insured for Plan 2 Life insurance for an amount less than the Guarantee Issue Amount, you may apply for an increase in your Life insurance of 1 times your Annual Earnings, up to the Guarantee Issue Amount, during the Annual Enrollment Period.
4. If your Spouse or Child was eligible but not insured for Dependents Life insurance, you may apply for Dependents Life insurance of \$10,000 for your Spouse or Child during the Annual Enrollment Period.
5. If your Spouse is insured for an amount less than the Guarantee Issue Amount (\$50,000), you may apply for an increase in your Dependents Life insurance of \$10,000, up to the Guarantee Issue Amount during the Annual Enrollment Period. Additionally, Evidence of Insurability is not required to increase the amount of Dependents Life insurance to the next higher multiple of \$10,000 if not already a multiple of \$10,000.

Elaine Phelps
Benefits Manager